

# APPENDIX A

# The Code of Conduct for Members of London Borough of Enfield

### **Purpose of the Code**

1. The purpose of this Code of Conduct is to assist you in the discharge of your obligations to the Authority, the local communities and the public at large by:
  - a) setting out the standards of conduct that are expected of you when you are acting in that capacity, and in so doing
  - b) providing the openness and accountability necessary to reinforce public confidence in the way in which you perform those activities.
2. The Code applies equally to co-opted members of Council Committees who are entitled to vote on any issues coming before those committees.

### **Scope of the Code**

3. The Code applies to you in all aspects of your activities as a member, including when acting on Authority business, ward business or when otherwise purporting to act as a member. It does not seek to regulate what you do in your private and personal lives.
4. The obligations set out in this Code are also complementary to related Codes and Protocols of the Authority within the Council's Constitution and elsewhere.
5. References to committees or meetings of the Authority within this Code also refer to Council, Cabinet, sub-committees, panels and working groups, as well as joint-committees.

### **Public Duties of Members**

6. You have a duty to uphold the law, including the general law against discrimination and the requirements of the Localism Act, and to act on all occasions in accordance with the public trust placed in you.
  7. You have an overriding duty to act in the interests of the London Borough of Enfield's area as a whole, but also have a particular duty to represent the views of the residents of your ward.
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## General Principles of Conduct

8. In carrying out your duties, in exercising the functions of the Authority, or otherwise acting as a Councillor, you will be expected to observe the following general principles of conduct. These principles will be taken into consideration when any allegation is received of breaches of the provisions of the Code.

### **8.1 Selflessness**

You should take decisions solely in terms of the public interest. You should not seek to gain financial or other material benefits for yourself, your family, or friends.

### **8.2 Integrity**

You should not place yourself under any financial or other obligation to outside individuals or organisations that might influence you in the performance of your official duties.

### **8.3 Objectivity**

In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, you should make choices on merit.

### **8.4 Accountability**

You are accountable for your decisions and actions to the public and must submit yourself to whatever scrutiny is appropriate to your office.

### **8.5 Openness**

You should be as open as possible about all the decisions and actions that you take. You should give reasons for your decisions and restrict information only when the wider public interest clearly demands.

### **8.6 Honesty**

You have a duty to declare any private interests relating to your public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

### **8.7 Leadership**

You should promote and support these principles by leadership and example.

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## **8.8     *Respect for Others***

You should promote equality by not discriminating unlawfully against any person, and by treating people with respect, regardless of their race, age, religion, gender, sexual orientation or disability. You should respect the impartial role of the authority's statutory officers, and its other employees.

## **8.9     *Duty to Uphold the Law***

You should uphold the law and, on all occasions, act in accordance with the trust that the public is entitled to place in you.

## **8.10    *Stewardship***

You should do whatever you are able to do to ensure that the Authority uses its resources prudently and in accordance with the law.

## **Expectations of Conduct**

9. You shall base your conduct on a consideration of the public interest, avoid conflict between personal interest and the public interest and resolve any conflict between the two, at once, and in favour of the public interest.
10. You shall at all times ensure that your use of expenses, allowances, facilities and services provided from the public purse is strictly in accordance with the rules laid down on these matters, and that you observe any limits placed by the Authority on the use of such expenses, allowances, facilities and services.
11. You shall at all times conduct yourself in a manner which will maintain and strengthen the public's trust and confidence in the integrity of the Authority and never undertake any action which would bring the Authority, you or other members or officers generally, into disrepute.

## **Rules of Conduct**

12. You shall observe the following rules when acting as a Member or co-opted Member of the Authority:
    - (1) Treat others with respect and courtesy.
    - (2) You must not -
      - (a) Do anything which may cause your authority to breach any of its equality duties (in particular as set out in the Equality Act 2010)
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- (b) Bully any person;
  - (c) Lobby, intimidate or attempt to lobby or intimidate any person who is or is likely to be:
    - (i) a complainant,
    - (ii) a witness, or
    - (iii) involved in the administration or determination of any investigation or proceedings  
in relation to an allegation that a member (including yourself) has failed to comply with his or her authority's code of conduct;  
or
  - (d) Do anything which compromises or is likely to compromise the impartiality of those who work for, or on behalf of, your authority.
- (3) You should not use or attempt to use your position as a member improperly to confer on or secure for yourself or any other person, an advantage or disadvantage;
- (4) You must not disclose information given to you in confidence by anyone, or information acquired by you which you believe, or ought reasonably to be aware, is of a confidential nature, except where:
- (i) you have the consent of a person authorised to give it;
  - (ii) you are required by law to do so;
  - (iii) the disclosure is made to a third party for the purpose of obtaining professional legal advice provided that the third party agrees not to disclose the information to any other person; or
  - (iv) the disclosure is:
    - (a) reasonable and in the public interest; and
    - (b) made in good faith and in compliance with the reasonable requirements of the authority
- (5) You must not prevent another person from gaining access to information to which that person is entitled by law.
- (6) You should not conduct yourself in a manner which could reasonably be regarded as bringing your office or authority into disrepute.
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13. You shall observe the following rules when using the resources of the Authority, or authorising the use of those resources by others:
  - (1) Act in accordance with the Authority's reasonable requirements including the requirements of its ICT policy and the policies listed in the Constitution which you are deemed to have read and understood.
  - (2) Ensure that such resources are not used improperly for political purposes (including party political purposes);
  - (3) Have regard to any applicable Local Authority Code of Publicity made under the Local Government Act 1986.
  
14. You shall observe the following rules when making decisions on behalf of or as part of the authority:
  - (1) Have regard to any relevant advice provided to you by the Council's *Chief Financial Officer and Monitoring Officer* where such advice is offered pursuant to their statutory duties.
  - (2) Give reasons for the decisions in accordance with any statutory requirements and any reasonable additional requirements imposed by the authority.
  - (3) Have regard to the rules and advice on the registration and disclosure of interests as set out in paragraphs I & J of this Code.

### **Registration and Declaration of Interests**

15. You shall fulfil conscientiously the requirements of the Authority in respect of the registration of interests in the Register(s) of Members' Interests and, where it is required or appropriate to do so, shall always draw attention to any relevant interest in any proceeding of the Authority or its Committees, or in any communications with the Authority, its Members or officers.
  16. Such disclosures must be made even if the interest has already been included on the register of interests or where there is a notification pending to the Monitoring Officer.
  17. In accordance with this Code, you must keep the register up-to-date and refresh such interests as requested by the Monitoring Officer.
  18. These interests extend to those of your spouse, partner, civil partner, family members or persons with whom you have a close association or personal relationship and you are aware that they have the interest.
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## **Duties in respect of the Authority's Councillor Conduct Committee and the Monitoring Officer**

19. The application and guidance on this Code shall be a matter for the Authority and for the Councillor Conduct Committee and, as appropriate, the Monitoring Officer, acting in accordance with their terms of reference.
20. You shall co-operate, at all stages, with any investigation into your conduct by the Authority or those persons acting on its behalf. Failure to do so is likely to be a breach of this Code.

## **Registration of Interests**

21. You must comply with the requirements of the law and the Council in registering your interests in the Register of Members' Interests. These are explained on the following pages. These interests extend to those of your spouse, partner, civil partner, family members or persons with whom you have a close association or personal relationship.
  22. When considering registering or disclosing any interests, you should ask yourself:

“Would a member of the public, with knowledge of the relevant facts, reasonably regard your interest as so significant that it is likely to prejudice your judgement of the public interest? “

If the answer to this question is “yes”, then you should disclose that interest.
  23. Within 28 days of becoming a member of the Authority, or of knowing you have a disclosable pecuniary interest, you must notify the Monitoring Officer. You must also draw attention to any relevant interest, where it is required or appropriate to do so, in any proceeding of the Council or its Committees with which you are involved or in any communications with any colleague, officer or outside body in your role as a member. Such registration and disclosures must be made even if the interest has already been included in the register of interests or where there is a notification pending to the Monitoring Officer.
  24. You should approach the Authority's Monitoring Officer if you feel that your interest should be treated as sensitive because it could lead to you, or a person connected with you, being subject to violence or intimidation. If it is agreed that you have such an interest, you will be obliged to register it but details will not be disclosed in the published version of the register. Similarly, when at a meeting, you only need to state the fact that you have a disclosable interest, and not details of the interest itself.
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## Disclosable Pecuniary Interests

25. The following will constitute pecuniary interests for the purposes of section 30(3) of the Localism Act 2011

Employment, office, trade, profession or vocation	Any employment, office, trade, profession or vocation carried on for profit or gain.
Sponsorship	Any payment or provision of any other financial benefit (other than from the relevant authority) made or provided within the relevant period in respect of any expenses incurred by you in carrying out duties as a member, or towards your election expenses This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.
Contracts	Any contract which is made between the relevant person (or a body in which the relevant person has a beneficial interest) and the relevant authority (a) under which goods or services are to be provided or works are to be executed; and (b) which has not been fully discharged.
Land	Any beneficial interest in land which is within the area of the relevant authority.
Licences	Any licence (alone or jointly with others) to occupy land in the area of the relevant authority for a month or longer.
Corporate tenancies	Any tenancy where (to your knowledge) (a) the landlord is the relevant authority; and (b) the tenant is a body in which the relevant person has a beneficial interest.

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## Securities

Any beneficial interest in securities of a body where

(a) that body (to your knowledge) has a place of business or land in the area of the relevant authority; and  
(b) either

(i) the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body; or

(ii) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which the relevant person has a beneficial interest exceeds one hundredth of the total issued share capital of that class.

## Other Pecuniary Interests

26. Other financial interests (if any) that would qualify as grounds for bias in an application to quash a decision of the Authority.

## Other Non-Pecuniary Interests

27. Other interests that would qualify as grounds for bias in an application to quash a decision of the Authority.

## Memberships

28. In addition, this Code requires you to disclose any interests in any business of the Authority where it relates to, or is likely to affect, either:

(i) any body of which you are a member, or in a position of general control or management, and to which you are appointed or nominated by your Authority:

(ii) any body which exercises functions of a public nature, is directed to charitable purposes, or has a primary purpose of influencing public opinion or policy (including any political party or trade union) of which you are a member or in a position of general control or management.

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## Register of Gifts and Hospitality

- 29 You shall comply with the Council's agreed policy on gifts and hospitality and disclose to the Monitoring Officer the offer or receipt of any gift or hospitality with an estimated value of £25 or more. Offers made but refused must also be disclosed.

## Disclosure and Duties in Respect of Interests Held by Members

### 30. Declaration of interests not included in the Register

- (1) If you have an interest in a matter under discussion at a meeting of the authority and are aware of that interest, you must disclose the interest to the meeting (unless the Authority's Monitoring Officer considers that it is a sensitive interest – see paragraph 13 of this Code)
- (2) You must notify the Authority's Monitoring Officer of the interest before the end of 28 days beginning with the date of the disclosure (unless it is subject of a pending notification)
- (3) You must then act in accordance with paragraph 2 below.

### 31. Disclosable Pecuniary Interests

- (1) Where you
- (a) are present at a meeting of the authority and
  - (b) have, or become aware that you have, a disclosable pecuniary interest in any matter to be considered, or being considered, at the meeting,

You must

- (c) not participate, or participate further, in any discussion of the matter at the meeting
  - (d) not participate in any vote, or further vote, taken on the matter at the meeting
  - (e) leave the room until the conclusion of the matter under discussion
- (2) Where you are an executive member taking a portfolio decision and are aware you have a disclosable pecuniary interest, you must notify the Monitoring Officer of that interest within 28 days and take no action in respect of the matter other than refer to another executive member to take the decision.
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- (3) Where you have taken a portfolio decision that is subsequently discussed at a meeting of the authority, you must not try to influence the outcome of that discussion or take any further part in the proceedings unless answering questions to facilitate those discussions
- (4) If you have a disclosable pecuniary interest in a matter coming before a meeting of the authority, you can make a written request to the Monitoring Officer beforehand for a dispensation, which may allow you to participate in the discussion and vote.

A dispensation may be granted in the following circumstances:

- (a) Where members of the decision making body have disclosable pecuniary interests in a matter that would “impede the transaction of the business”
- (b) That without the dispensation, the representation of different political groups on the body conducting the business would be so upset as to alter the outcome of any vote on the matter
- (c) That the authority considers that the dispensation is in the interest of persons living in the authority’s area
- (d) That the authority considers that it is otherwise appropriate to grant a dispensation.

Any grant of dispensation must specify how long it will last, up to a maximum of 4 years.

Dispensations under (a) and (b) above shall be decided by the Monitoring Officer, with the right of appeal to the Councillor Conduct Committee. Those in (c) and (d) shall be considered by the Councillor Conduct Committee, after consultation with the Independent Person(s).

- (5) Failure to register a disclosable pecuniary interest could be a breach of the Code and a criminal offence. You must register all such interests relating to you, your spouse, civil partner or partner.
  - (6) If a disclosable pecuniary interest arises in relation to your family member or person with whom you have a close association or personal relationship, and you are aware that they have the interest, you must disclose and register that interest. Failure to do so could be in breach of this Code.
  - (7) If you fail to comply with the Code of Conduct (whether or not the finding is made in accordance with the Council’s agreed arrangements) the Authority may have regard to that failure in deciding:
    - (a) whether to take action in relation to you, and
    - (b) what action to take.
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# APPENDIX B

# London Borough of Enfield Councillor Conduct Complaint Form

**ENFIELD**  
Council



This form is to be completed in full if you wish to make a complaint that a Member or voting Co-opted Member of the London Borough of Enfield has failed to comply with the Code of Conduct adopted by the Council with effect from 1 July 2012.

**1. Please provide us with your name and contact details**

<b>Title</b>	<b>Councillor</b>
<b>First Name</b>	Alessandro
<b>Last Name</b>	Georgiou
<b>Address</b>	Conservative Group Office Civic Centre, Silver Street, Enfield, EN1 3XA
<b>Daytime Tel</b>	07554119283
<b>Evening Tel</b>	
<b>Mobile Tel</b>	07554119283
<b>Email Address</b>	Cllr.alessandro.georgiou@enfield.gov.uk

**2. Please tick the box which best describes you:**

- Member of the public
- An elected or co-opted member of an authority
- Member of Parliament
- Local authority officer
- Other (please specify .....

**3. Please provide us with the name of the Councillor(s) and/or voting Co-Opted Member(s) you believe have breached the Code of Conduct:**

Title	First Name	Last Name
Cllr	Haydar	Ulus

4. Please explain in this section (or on separate sheets) what the Councillor has done that you believe breaches the Code of Conduct.

If you are complaining about more than one Councillor you should explain clearly what each individual has done that you believe breaches the Code of Conduct.

It is important that you provide all the information you wish to have taken into account by the Monitoring Officer\* when he/she decides (having first sought the advice of the Council's 'Independent Person'), whether to take any action on your complaint. For example:

- Be specific, wherever possible about exactly what you are alleging the Member said or did. For instance, if you are complaining about something said you should state what words were used.
- Specify which part(s) of the Code of Conduct you consider have not been complied with.
- You should provide the dates of alleged incidents wherever possible. If you do not know exact dates, it is important to give a general timeframe.
- Confirm whether there were any witnesses to the alleged conduct and provide their names and contact details if possible.
- Provide relevant background for, or any documents that support, your allegation.

I am submitting this complaint because I believe that Councillor Haydar Ulus has broken the Councillors Code of Conduct.

The parts of the Code of Conduct that I believe have been breached are:

- Respect for Others
- Integrity

This formal complaint relates to an incidence that occurred on 11/11/15 during a formal full council meeting.

During a debate Cllr Ulus became very aggressive and hostile towards myself and members of the Conservative Group by Shouting "Fascists" repeatedly. This shows a clear lack of Respect for Others. This behaviour also relates to Cllr Ulus' body language which was extremely hostile. I have been told by multiple witnesses that whilst he was shouting at me it looks as if he would have been willing to inflict physical injury against me personally. This assumption would not be unreasonable because Cllr Ulus had previously been recorded physically assaulting someone else. This full council meeting was video recorded and Cllr Ulus' use of the word "Fascists" towards myself and my group was clearly audible.

Cllr Ulus also showed a clear lack of Integrity in conducting himself in the way that he did during a formal meeting of the council. Intimidating other Councillors shows a clear disregard for upholding Integrity in his capacity as a representative of his residents.



I believe that he should write an apology to myself and the entire Conservative group and apologise in a speech during the next full council meeting. I was elected as a Councillor not to be intimidated, but to make sure my residents have a representative that can make things better without fearing for my own safety.

If you are enclosing any documents to support your claim, please list them here.

Video recording of the full council meeting held on 11/11/15

Is there anybody who can help us with information about this matter?  
If so, please give their name(s) and contact details.

- John Austin
- Asmat Hussain
- Rob Leek

## 5. Confidentiality

Your complaint will be handled by the Council's Monitoring Officer in accordance with the procedure for handling complaints against Councillors and Co-opted Member.

The Monitoring Officer will normally pass a copy of your complaint to the Councillor complained about so that he/she can comment. It is also in the interests of fairness and natural justice that a Councillor complained about should have the right to know who has made the complaint and what it is.

In very exceptional circumstances, the Monitoring Officer may agree to withhold your name and address. He/she would only do this if he/she has a good reason to believe that to give your name or address to the Councillor would be contrary to the public interest or would prejudice any investigation.

If your request for confidentiality is not granted, you will usually have the option of withdrawing your complaint.

If you believe that there is justification for withholding your name and address, please set out the reasons here.

N/A

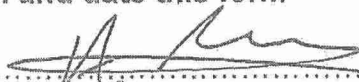
However, it is important to understand that in exceptional circumstances where the matter complained about is very serious, the Monitoring Officer may decide to proceed with an investigation or other action and disclose your name even if you have expressly asked her not to.

**6. Additional Help**

Complaints must be submitted in writing. This includes submissions by email. However, we can make reasonable adjustments to assist you if you have a disability that prevents you from making your complaint in writing.

Please let us know if this is the case (see contact details below or ask to speak to the Monitoring Officer by calling 020 8379 6438).

**Please sign and date this form**

Signature:   
Print full name: ALESSANDRO GEOR GFOU  
Date: 16/11/15

*Please send the completed form to:*

The Monitoring Officer - London Borough of Enfield  
PO Box 54, Civic Centre, Silver Street, Enfield,  
Middlesex EN1 3XF

*Email: [asmat.hussain@enfield.gov.uk](mailto:asmat.hussain@enfield.gov.uk)*

# APPENDIX C

# London Borough of Enfield Councillor Conduct Complaint Form



This form is to be completed in full if you wish to make a complaint that a Member or voting Co-opted Member of the London Borough of Enfield has failed to comply with the Code of Conduct adopted by the Council with effect from 1 July 2012.

**1. Please provide us with your name and contact details**

<b>Title</b>	<b>Councillor</b>
<b>First Name</b>	<b>Haydar</b>
<b>Last Name</b>	<b>Ulus</b>
<b>Address</b>	<b>Civic Centre, Silver Street, Enfield EN1 3XA</b>
<b>Daytime Tel</b>	<b>02033972575</b>
<b>Evening Tel</b>	<b>07863172517</b>
<b>Mobile Tel</b>	<b>07863172517</b>
<b>Email Address</b>	<b>Cllr.haydar.ulus@enfield.gov.uk</b>

**2. Please tick the box which best describes you:**

- Member of the public
- An elected or co-opted member of an authority
- Member of Parliament
- Local authority officer
- Other (please specify .....

**3. Please provide us with the name of the Councillor(s) and/or voting CoOpted Member(s) you believe have breached the Code of Conduct:**

<b>Title</b>	<b>First Name</b>	<b>Last Name</b>
<b>Cllr</b>	<b>Haydar</b>	<b>Ulus</b>



**4. Please explain in this section (or on separate sheets) what the Councillor has done that you believe breaches the Code of Conduct.**

If you are complaining about more than one Councillor you should explain clearly what each individual has done that you believe breaches the Code of Conduct.

It is important that you provide all the information you wish to have taken into account by the Monitoring Officer\* when he/she decides (having first sought the advice of the Council's 'Independent Person'), whether to take any action on your complaint. For example:

- Be specific, wherever possible about exactly what you are alleging the Member said or did. For instance, if you are complaining about something said you should state what words were used.
- Specify which part(s) of the Code of Conduct you consider have not been complied with.
- You should provide the dates of alleged incidents wherever possible. If you do not know exact dates, it is important to give a general timeframe.
- Confirm whether there were any witnesses to the alleged conduct and provide their names and contact details if possible.
- Provide relevant background for, or any documents that support, your allegation.

*[\* The Monitoring Officer at the London Borough of Enfield has a statutory responsibility to ensure that the Council acts in a lawful manner, and that it does not do anything which might cause maladministration, or injustice to any individual.]*

I am submitting this complaint because I believe that Councillor Alessandro Georgiou has broken the Councillors Code of Conduct.

The part of the Code of Conduct that I believe have been breached are:

Respect for Others  
Integrity

This formal complaint relates to an incidence that occurred on 11/11/2015 during a formal full council meeting, at 2 hours 38 minutes and 57 seconds of full council video record enclosed. At this precise moment Cllr Alessandro Georgiou looks towards me and screams the word "Marxist" at the Labour Group and myself. He then during his speech at 2 hours 50 minutes and 18 seconds decides to call the Labour leader Jeremy Corby a "Stalinist", he might have as well called him Hitler, because Stalin was a dictator worse than Hitler and killed over 23 million people between 1922-1953. Jeremy Corby was elected democratically by Labour Party members including myself who voted for him. By calling him a Stalinist he has concurrently called all labour supporters "Murdering Dictators".

This formal complaint also relates to the slanderous comment and malicious allegation made by Cllr. Alessandro Georgiou about myself in his complaint about me dated 16/11/2016. Where he claims

1. I was willing to inflict physical injury against him,
2. And that I am intimidating other councillors

Let me first of all remind Cllr. Alessandro Georgiou that in September 2015 my family and I were involved in a Car Accident driving in Croatia and I fractured two vertebrae's in my spine which Cllr. Georgiou knows because the second day of the accident his colleague Cllr. Erin Celebi sent my family get well wishes and copied the full conservative group. On the eve of the full council 11 November 2015 I had on my body a spine support jacket and this was clearly visible to Cllr. Georgiou from where he was sitting. There was no way in my injured state I could have inflicted physical injury to him.

Rather it is clear from the council video footage enclosed I am sitting in my seat calmly 6 seats and 6 meters away from him. I have also colleagues who would confirm no such allegation occurred.

Not only he has made a malicious accusation, he has dragged himself so low to the extent of referring to an incident where myself and others were a victim of an assault back in February 2014. This was an incident where myself and a disabled female were attacked by an individual with a weapon, the wood green crown court later found me not guilty on the grounds of defending myself and defending other victims, because the complainant just like Cllr. Alessandro Georgiou was alleging that I had assaulted him.

This malicious allegation is not only a lack of integrity on Cllr. Alessandro Georgiou's side, it clearly shows lack of respect for my suffering and the suffering of the other victims in my recent court case. I take this as an insult and I am deeply saddened that a Cllr in his capacity would use my recent suffering where I was the victim to support his malicious allegation. I have referred this matter to my legal advisors and they will be in touch with him soon.

I find it very hard to believe that the comment "Fascist" in anyway reflects willingness to inflict physical injury against him, nor does it reflect intimidation of other councillors, because at 2:50:55 and then at 2:50:59 seconds of the council meeting footage one can hear the word "Fascist" twice coming from the room but in no way Cllr Alessandro is intimidated nor shows sign of concern for his safety. So I find it difficult to understand his slanderous comments and malicious accusation against me.

The last time I checked the meaning of the word "Fascist" merely means;

***"An advocate or follower of the political philosophy or system of fascism".***

And Fascism means;

***"An authoritarian and nationalistic right-wing system of government and social organisation".***

Therefore, I find it very difficult to understand how stating the word "Fascist" is a lack of respect for others when the word is used to describe a person's political standing.

On the contrary it is Cllr. Alessandro Georgiou who can be clearly heard at 2:53:28 seconds shouting and waving a sharp object in a violent demeanour with the intention to throw it at myself.

Thus, this formal complaint relates to this incident when Cllr. Allesandro Georgiou who can clearly be seen was ready to inflict physical injury leaning his body towards my direction and waving the sharp object at me with the intention of throwing it. At 2:53:59 seconds of the full council footage Cllr. Georgiou can clearly be seen with an intent to throw his sharp object at me.

And again at 2:53:45 seconds of the full council footage Cllr Georgiou can be seen pointing in my direction holding up his hands for 10 seconds like a bully, whilst looking in my direction in a very aggressive and violent way with an intent to attack. He then continues to wave this object and wave his body towards the Labour Group in the same violent demeanour, so I find it very hard to believe how he could put a complaint about me on the grounds of Respect for Others & Integrity, when it is very clear in the footage it is in fact Cllr. Georgiou who lacks respect for others and is unable to uphold his integrity, he is clearly in contempt of the chamber and out of order for showing willingness to use violence.

Whilst I'm trying to understand why Cllr. Allesandro Georgiou is acting in this violent and aggressive manner, it can be clearly seen I am sitting in my chair and at no point I have got up, nor lifted my arms, nor waved any object at him, it can be heard clearly that I calmly state "run away from reality, you cannot limit people's liberty and then run away from reality" to which Cllr. Celebi replies back at me and at no point Cllr Allesandro nor any other Conservative members or any other officer is showing any concern about my actions.

So I find it very difficult to understand how Cllr. Georgiou can make a complaint about my lack of respect or integrity, when it is in fact himself who cannot control his temper and was willing to throw a sharp object at myself. It is not Cllr. Georgiou that should fear for his safety rather myself from the violent way Cllr. Georgiou throwing his body and the sharp object towards me. Cllr Georgiou should not be concerned about anyone else's actions causing intimidation, it is in fact him who can clearly been seen to intimidate the Labour Group by throwing his body about violently and pointing sharp objects at people.

If Cllr. Erin Celebi was not between us, I very much believe Cllr. Georgiou would have come over and attacked me. Therefore, I believe it is Cllr. Georgiou who should write an apology to myself, to the Labour group and the entire chamber for his aggressive attitude, bullish tactics, violent demeanour and malicious accusations.

Is there anybody who can help us with information about this matter? If so, please give their name(s) and contact details.

- John Austin
- Asmat Hussain
- Rob Leek
- Cllr. Erin Celebi
- Cllr. Nesimi Erbil
- Cllr Bernie Lapage
- Cllr George Savva

## **5. Confidentiality**

Your complaint will be handled by the Council's Monitoring Officer in accordance with the procedure for handling complaints against Councillors and Co-opted Member.

The Monitoring Officer will normally pass a copy of your complaint to the Councillor complained about so that he/she can comment. It is also in the interests of fairness and natural justice that a Councillor complained about should have the right to know who has made the complaint and what it is.

In very exceptional circumstances, the Monitoring Officer may agree to withhold your name and address. He/she would only do this if he/she has a good reason to believe that to give your name or address to the Councillor would be contrary to the public interest or would prejudice any investigation.

If your request for confidentiality is not granted, you will usually have the option of withdrawing your complaint.

If you believe that there is justification for withholding your name and address, please set out the reasons here.

N/A

However, it is important to understand that in exceptional circumstances where the matter complained about is very serious, the Monitoring Officer may decide to proceed with an investigation or other action and disclose your name even if you have expressly asked her not to.

**6. Additional Help**

Complaints must be submitted in writing. This includes submissions by email. However, we can make reasonable adjustments to assist you if you have a disability that prevents you from making your complaint in writing.

Please let us know if this is the case (see contact details below or ask to speak to the Monitoring Officer by calling 020 8379 6438).

**Please sign and date this form**

Signature:  .....

Print full name: Mr. Haydar Ullus .....

Date: 20/01/2016 .....

*Please send the completed form to:*

The Monitoring Officer - London Borough of Enfield  
PO Box 54, Civic Centre, Silver Street, Enfield,  
Middlesex EN1 3XF

*Email: [asmat.hussain@enfield.gov.uk](mailto:asmat.hussain@enfield.gov.uk)*



# APPENDIX D

# London Borough of Enfield Councillor Conduct Complaint Form



This form is to be completed in full if you wish to make a complaint that a Member or voting Co-opted Member of the London Borough of Enfield has failed to comply with the Code of Conduct adopted by the Council with effect from 1 July 2012.

**1. Please provide us with your name and contact details**

<b>Title</b>	<b>Councillor</b>
<b>First Name</b>	Haydar
<b>Last Name</b>	Ulus
<b>Address</b>	Civic Centre, Silver Street, Enfield EN1 3XA
<b>Daytime Tel</b>	02033972575
<b>Evening Tel</b>	07863172517
<b>Mobile Tel</b>	07863172517
<b>Email Address</b>	Cllr.haydar.ulus@enfield.gov.uk

**2. Please tick the box which best describes you:**

- Member of the public
- An elected or co-opted member of an authority
- Member of Parliament
- Local authority officer
- Other (please specify .....

**3. Please provide us with the name of the Councillor(s) and/or voting CoOpted Member(s) you believe have breached the Code of Conduct:**

<b>Title</b>	<b>First Name</b>	<b>Last Name</b>
Cllr	Haydar	Ulus

4. Please explain in this section (or on separate sheets) what the Councillor has done that you believe breaches the Code of Conduct.

If you are complaining about more than one Councillor you should explain clearly what each individual has done that you believe breaches the Code of Conduct.

It is important that you provide all the information you wish to have taken into account by the Monitoring Officer\* when he/she decides (having first sought the advice of the Council's 'Independent Person'), whether to take any action on your complaint. For example:

- Be specific, wherever possible about exactly what you are alleging the Member said or did. For instance, if you are complaining about something said you should state what words were used.
- Specify which part(s) of the Code of Conduct you consider have not been complied with.
- You should provide the dates of alleged incidents wherever possible. If you do not know exact dates, it is important to give a general timeframe.
- Confirm whether there were any witnesses to the alleged conduct and provide their names and contact details if possible.
- Provide relevant background for, or any documents that support, your allegation.

*[\* The Monitoring Officer at the London Borough of Enfield has a statutory responsibility to ensure that the Council acts in a lawful manner, and that it does not do anything which might cause maladministration, or injustice to any individual.]*

I am submitting this complaint because I believe that Councillor Terry Neville has broken the Councillors Code of Conduct.

The part of the Code of Conduct that I believe have been breached are:  
Respect for Others & Leadership, Honesty

This formal complaint relates to an email sent to myself from Cllr Terry Neville calling me names like

- a hypocrite,
- someone with a short memory
- shameless
- vile

when it was his colleague Cllr. Alessandro Georgiou who was shouting aggressively and waving sharp objects violently with an intent to throw it at myself and the Labour Group.

So I find it very difficult to understand why a man his senior capacity as leader of the Conservative Group can make such malicious accusations and say such rotten words.

The video evidence enclosed clearly shows at the time when Cllr. Georgiou is behaving aggressively, I am sitting calmly in my place and it is evident that I am in now a threat to anyone, Cllr. Neville is not being honest and his accusations are nothing but a slander.

I believe Cllr Terry Neville should write an apology to myself for his malicious accusation and the rude names he has called me.

If you are enclosing any documents to support your claim, please list them here.

Video recording of the full council meeting held on 11/11/2015  
Copy of Cllr Neville's Email dated 1 December 2015

Is there anybody who can help us with information about this matter? If so, please give their name(s) and contact details.

- John Austin
- Asmat Hussain
- Rob Leek
- Cllr. Erin Celebi
- Cllr. Nesimi Erbil
- Cllr Bernie Lapage
- Cllr George Savva

## 5. Confidentiality

Your complaint will be handled by the Council's Monitoring Officer in accordance with the procedure for handling complaints against Councillors and Co-opted Member.

The Monitoring Officer will normally pass a copy of your complaint to the Councillor complained about so that he/she can comment. It is also in the interests of fairness and natural justice that a Councillor complained about should have the right to know who has made the complaint and what it is.

In very exceptional circumstances, the Monitoring Officer may agree to withhold your name and address. He/she would only do this if he/she has a good reason to believe that to give your name or address to the Councillor would be contrary to the public interest or would prejudice any investigation.

If your request for confidentiality is not granted, you will usually have the option of withdrawing your complaint.

If you believe that there is justification for withholding your name and address, please set out the reasons here.

N/A

However, it is important to understand that in exceptional circumstances where the matter complained about is very serious, the Monitoring Officer may decide to proceed with an investigation or other action and disclose your name even if you have expressly asked her not to.

#### 6. Additional Help

Complaints must be submitted in writing. This includes submissions by email. However, we can make reasonable adjustments to assist you if you have a disability that prevents you from making your complaint in writing.

Please let us know if this is the case (see contact details below or ask to speak to the Monitoring Officer by calling 020 8379 6438).

**Please sign and date this form**

Signature: ..... 

Print full name: ..... *Ellie Houghton Ellis*

Date: ..... *20/01/2016*

*Please send the completed form to:*

The Monitoring Officer - London Borough of Enfield  
PO Box 54, Civic Centre, Silver Street, Enfield,  
Middlesex EN1 3XF

*Email: [asmal.hussain@enfield.gov.uk](mailto:asmal.hussain@enfield.gov.uk)*

**Email: [Cllr.Haydar.Ulus@Enfield.gov.uk](mailto:Cllr.Haydar.Ulus@Enfield.gov.uk)**

**twitter: [@haydarulus](https://twitter.com/haydarulus) | [facebook.com/haydar.ulus](https://facebook.com/haydar.ulus)**

On 1 Dec 2015, at 12:17, Cllr Terry Neville  
<[Cllr.Terry.Neville@Enfield.gov.uk](mailto:Cllr.Terry.Neville@Enfield.gov.uk)> wrote:

Dear. Cllr Ulus,  
I acknowledge receipt of your email to which I am now responding on behalf of my Group.

Let me say at the outset that the Conservative Group has a good record of supporting various ethnic minority groups down the years. We support the objectives of All Party Parliamentary Group formed for the purpose of recognising the Alevi.

I have to say however that we find invitation from you to us somewhat hypocritical. Either it is the case that you have a very short memory, or you are quite simply shameless, since it is less than three weeks ago that you vilely abused me and my colleagues at the Council meeting by shouting the word "Fascists" simply because we were taking part in a democratic debate and making legitimate arguments in favour of the current Trade Union Bill. You will know that this legislation was included in the Conservative Party Manifesto for the General Election in May at which the Conservatives were elected with an overall majority.

Given that you have neither retracted the abuse or apologised for it, I find it difficult to understand how you would find it an "honour" for "fascists" to join you at the inaugural meeting. In the circumstances therefore we will decline your invitation while making it plain that in so doing in we are not in any way expressing a view about Alevis or the APPGA.

Regards,  
Cllr.Terry Neville OBE JP  
Leader of the Conservative Group  
LB Enfield and Member for Grange Ward

Regards,  
Cllr.Terry Neville OBE JP  
Leader of the Conservative Group



LB Enfield and Member for Grange Ward

On 21 Nov 2015, at 14:20, Cllr Haydar Ulus  
<[Cllr.Haydar.Ulus@Enfield.gov.uk](mailto:Cllr.Haydar.Ulus@Enfield.gov.uk)> wrote:

Dear Colleagues

Recently the UK Charity Commission recognised the Alevi faith as a religion and Cemevis as a place of worship, unlike in Turkey where Alevis are still oppressed, following this great recognition the Houses of Parliament with the coordination of our local MPs Rt. Hon Joan Ryan, Kate Osamor MP, Mr. David Burrowes MP and Labour member of parliament for Hackney Meg Hillier have come together to organise an inaugural meeting of the "All Party Parliamentary Group for Alevis".

It would be an honour to have you amongst us and be part of this world first for Alevis in exile.



**Cllr. Haydar Ulus**  
Haselbury Ward  
Civic Centre, Silver Street, Enfield, EN1 3XA

T: 020 8379 2490 M: 07812 673124

Email: [Cllr.Haydar.Ulus@Enfield.gov.uk](mailto:Cllr.Haydar.Ulus@Enfield.gov.uk)



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**From:** Cllr Haydar Ulus  
**Sent:** Wednesday, January 20, 2016 4:59 PM  
**To:** Haydar Ulus  
**Subject:** Fwd: APPG for Alevis Inaugural Meeting Invitation

Begin forwarded message:

**From:** Cllr Haydar Ulus <[Cllr.Haydar.Ulus@Enfield.gov.uk](mailto:Cllr.Haydar.Ulus@Enfield.gov.uk)>  
**Date:** 1 December 2015 12:43:34 GMT  
**To:** Cllr Terry Neville <[Cllr.Terry.Neville@Enfield.gov.uk](mailto:Cllr.Terry.Neville@Enfield.gov.uk)>  
**Cc:** "(ALL) Labour Group Members 2014"  
<[ALL\\_LabourGroupMembers2014@Enfield.gov.uk](mailto:ALL_LabourGroupMembers2014@Enfield.gov.uk)>, "(All) Conservative Group Members 2014"  
<[All\\_ConservativeGroupMembers2014@Enfield.gov.uk](mailto:All_ConservativeGroupMembers2014@Enfield.gov.uk)>,  
"meghilliermp@parliament.uk" <[meghilliermp@parliament.uk](mailto:meghilliermp@parliament.uk)>,  
"israfilbil2000@yahoo.co.uk" <[israfilbil2000@yahoo.co.uk](mailto:israfilbil2000@yahoo.co.uk)>,  
"burrowesd@parliament.uk" <[burrowesd@parliament.uk](mailto:burrowesd@parliament.uk)>,  
"kate.osamor.mp@parliament.uk" <[kate.osamor.mp@parliament.uk](mailto:kate.osamor.mp@parliament.uk)>,  
"joan.ryan.mp@parliament.uk" <[joan.ryan.mp@parliament.uk](mailto:joan.ryan.mp@parliament.uk)>  
**Subject:** Re: APPG for Alevis Inaugural Meeting Invitation

Dear Cllr Neville

So that there are no misunderstandings I'm obliged to copy our local MPs, and the chair of the Alevi Federation.

The invitation is from the British Alevi Federation and the 300,000 Alevi Community in the UK and not a personal one, please do not decline on my account as the community would be delighted to receive you and your colleagues on the day.

What issues we have we can always resolve amongst ourselves in Enfield it bears no importance to our MPs or the Community.

I do hope that you can make it.

Best wishes

**Cllr. Haydar Ulus**  
Haselbury Ward  
London Brough of Enfield  
Civic Centre, Silver Street, Enfield, EN1 3XA

**T: 020 8379 2490 M: 07812 673124/07863172517**

---

**From:** Cllr Haydar Ulus  
**Sent:** Wednesday, January 20, 2016 4:59 PM  
**To:** Haydar Ulus  
**Subject:** Fwd: APPG for Alevis Inaugural Meeting Invitation

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**Date:** 1 December 2015 12:43:34 GMT  
**To:** Cllr Terry Neville <[Cllr.Terry.Neville@Enfield.gov.uk](mailto:Cllr.Terry.Neville@Enfield.gov.uk)>  
**Cc:** "(ALL) Labour Group Members 2014"  
<[ALL\\_LabourGroupMembers2014@Enfield.gov.uk](mailto:ALL_LabourGroupMembers2014@Enfield.gov.uk)>, "(All) Conservative Group Members 2014"  
<[All\\_ConservativeGroupMembers2014@Enfield.gov.uk](mailto:All_ConservativeGroupMembers2014@Enfield.gov.uk)>,  
"meghilliermp@parliament.uk" <[meghilliermp@parliament.uk](mailto:meghilliermp@parliament.uk)>,  
"israfilerbil2000@yahoo.co.uk" <[israfilerbil2000@yahoo.co.uk](mailto:israfilerbil2000@yahoo.co.uk)>,  
"burrowesd@parliament.uk" <[burrowesd@parliament.uk](mailto:burrowesd@parliament.uk)>,  
"kate.osamor.mp@parliament.uk" <[kate.osamor.mp@parliament.uk](mailto:kate.osamor.mp@parliament.uk)>,  
"joan.ryan.mp@parliament.uk" <[joan.ryan.mp@parliament.uk](mailto:joan.ryan.mp@parliament.uk)>  
**Subject: Re: APPG for Alevis Inaugural Meeting Invitation**

Dear Cllr Neville

So that there are no misunderstandings I'm obliged to copy our local MPs, and the chair of the Alevi Federation.

The invitation is from the British Alevi Federation and the 300,000 Alevi Community in the UK and not a personal one, please do not decline on my account as the community would be delighted to receive you and your colleagues on the day.

What issues we have we can always resolve amongst ourselves in Enfield it bears no importance to our MPs or the Community.

I do hope that you can make it.

Best wishes

**Cllr. Haydar Ulus**  
Haselbury Ward  
London Brough of Enfield  
Civic Centre, Silver Street, Enfield, EN1 3XA

**T: 020 8379 2490 M: 07812 673124/07863172517**

**Email: [Cllr.Haydar.Ulus@Enfield.gov.uk](mailto:Cllr.Haydar.Ulus@Enfield.gov.uk)**

**twitter: [@haydarulus](https://twitter.com/haydarulus) | [facebook.com/haydar.ulus](https://facebook.com/haydar.ulus)**

On 1 Dec 2015, at 12:17, Cllr Terry Neville  
<[Cllr.Terry.Neville@Enfield.gov.uk](mailto:Cllr.Terry.Neville@Enfield.gov.uk)> wrote:

Dear. Cllr Ulus,  
I acknowledge receipt of your email to which I am now responding on behalf of my Group.

Let me say at the outset that the Conservative Group has a good record of supporting various ethnic minority groups down the years. We support the objectives of All Party Parliamentary Group formed for the purpose of recognising the Alevi.

I have to say however that we find invitation from you to us somewhat hypocritical. Either it is the case that you have a very short memory, or you are quite simply shameless, since it is less than three weeks ago that you vilely abused me and my colleagues at the Council meeting by shouting the word "Fascists" simply because we were taking part in a democratic debate and making legitimate arguments in favour of the current Trade Union Bill. You will know that this legislation was included in the Conservative Party Manifesto for the General Election in May at which the Conservatives were elected with an overall majority.

Given that you have neither retracted the abuse or apologised for it, I find it difficult to understand how you would find it an "honour" for "fascists" to join you at the inaugural meeting. In the circumstances therefore we will decline your invitation while making it plain that in so doing in we are not in any way expressing a view about Alevis or the APPGA.

Regards,  
Cllr.Terry Neville OBE JP  
Leader of the Conservative Group  
LB Enfield and Member for Grange Ward

Regards,  
Cllr.Terry Neville OBE JP  
Leader of the Conservative Group

LB Enfield and Member for Grange Ward

On 21 Nov 2015, at 14:20, Cllr Haydar Ulus  
<[Cllr.Haydar.Ulus@Enfield.gov.uk](mailto:Cllr.Haydar.Ulus@Enfield.gov.uk)> wrote:

Dear Colleagues

Recently the UK Charity Commission recognised the Alevi faith as a religion and Cemevis as a place of worship, unlike in Turkey where Alevi are still oppressed, following this great recognition the Houses of Parliament with the coordination of our local MPs Rt. Hon Joan Ryan, Kate Osamor MP, Mr. David Burrowes MP and Labour member of parliament for Hackney Meg Hillier have come together to organise an inaugural meeting of the "All Party Parliamentary Group for Alevi".

It would be an honour to have you amongst us and be part of this world first for Alevi in exile.



**Cllr. Haydar Ulus**  
Haselbury Ward  
Civic Centre, Silver Street, Enfield, EN1 3XA

T: 020 8379 2490 M: 07812 673124

Email: [Cllr.Haydar.Ulus@Enfield.gov.uk](mailto:Cllr.Haydar.Ulus@Enfield.gov.uk)



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# APPENDIX E

# London Borough of Enfield Councillor Conduct Complaint Form



This form is to be completed in full if you wish to make a complaint that a Member or voting Co-opted Member of the London Borough of Enfield has failed to comply with the Code of Conduct adopted by the Council with effect from 1 July 2012.

**1. Please provide us with your name and contact details**

<b>Title</b>	<b>Councillor</b>
<b>First Name</b>	Haydar
<b>Last Name</b>	Ulus
<b>Address</b>	Civic Centre, Silver Street, Enfield EN1 3XA
<b>Daytime Tel</b>	02033972575
<b>Evening Tel</b>	07863172517
<b>Mobile Tel</b>	07863172517
<b>Email Address</b>	Cllr.haydar.ulus@enfield.gov.uk

**2. Please tick the box which best describes you:**

- Member of the public
- An elected or co-opted member of an authority
- Member of Parliament
- Local authority officer
- Other (please specify . . . . .)

**3. Please provide us with the name of the Councillor(s) and/or voting CoOpted Member(s) you believe have breached the Code of Conduct:**

Title	First Name	Last Name
Cllr	Haydar	Ulus

4. Please explain in this section (or on separate sheets) what the Councillor has done that you believe breaches the Code of Conduct.

If you are complaining about more than one Councillor you should explain clearly what each individual has done that you believe breaches the Code of Conduct.

It is important that you provide all the information you wish to have taken into account by the Monitoring Officer\* when he/she decides (having first sought the advice of the Council's 'Independent Person'), whether to take any action on your complaint. For example:

- Be specific, wherever possible about exactly what you are alleging the Member said or did. For instance, if you are complaining about something said you should state what words were used.
- Specify which part(s) of the Code of Conduct you consider have not been complied with.
- You should provide the dates of alleged incidents wherever possible. If you do not know exact dates, it is important to give a general timeframe.
- Confirm whether there were any witnesses to the alleged conduct and provide their names and contact details if possible.
- Provide relevant background for, or any documents that support, your allegation.

*[\* The Monitoring Officer at the London Borough of Enfield has a statutory responsibility to ensure that the Council acts in a lawful manner, and that it does not do anything which might cause maladministration, or injustice to any individual.]*

I am submitting this complaint because I believe that Councillor Erin Celebi has broken the Councillors Code of Conduct.

The part of the Code of Conduct that I believe have been breached are:

Respect for Others

This formal complaint relates to an incidence that occurred on 11/11/2015 during a formal full council meeting, at 2 hours 54 minutes and 06 seconds pointing her figure at myself in a violent demeanour with a willingness to attack walking towards me at 2:54:22 seconds and then come to her senses and walks the other way.

I believe Cllr Erin Celebi should write an apology to myself, to the Labour group and the entire chamber for her bullish tactic and violent demeanour.

If you are enclosing any documents to support your claim, please list them here.

Video recording of the full council meeting held on 11/11/2015  
Copy of Cllr. Allesandro Georgiou Complaint dated 16/11/2015

Is there anybody who can help us with information about this matter? If so, please give their name(s) and contact details.

- John Austin
- Asmat Hussain
- Rob Leek
- Cllr. Erin Celebi
- Cllr. Nesimi Erbil
- Cllr Bernie Lapage
- Cllr George Savva

## 5. Confidentiality

Your complaint will be handled by the Council's Monitoring Officer in accordance with the procedure for handling complaints against Councillors and Co-opted Member.

The Monitoring Officer will normally pass a copy of your complaint to the Councillor complained about so that he/she can comment. It is also in the interests of fairness and natural justice that a Councillor complained about should have the right to know who has made the complaint and what it is.

In very exceptional circumstances, the Monitoring Officer may agree to withhold your name and address. He/she would only do this if he/she has a good reason to believe that to give your name or address to the Councillor would be contrary to the public interest or would prejudice any investigation.

If your request for confidentiality is not granted, you will usually have the option of withdrawing your complaint.

If you believe that there is justification for withholding your name and address, please set out the reasons here.

N/A

However, it is important to understand that in exceptional circumstances where the matter complained about is very serious, the Monitoring Officer may decide to proceed with an investigation or other action and disclose your name even if you have expressly asked her not to.

#### 6. Additional Help

Complaints must be submitted in writing. This includes submissions by email. However, we can make reasonable adjustments to assist you if you have a disability that prevents you from making your complaint in writing.

Please let us know if this is the case (see contact details below or ask to speak to the Monitoring Officer by calling 020 8379 6438).

**Please sign and date this form**

Signature:  .....

Print full name: *Mr. Haydar Hussain* .....

Date: *20/01/2016* .....

*Please send the completed form to:*

The Monitoring Officer - London Borough of Enfield  
PO Box 54, Civic Centre, Silver Street, Enfield,  
Middlesex EN1 3XF

*Email: [asmad.hussain@enfield.gov.uk](mailto:asmad.hussain@enfield.gov.uk)*

# APPENDIX F



**Statement of interview**

**Cllr Alessandro Georgiou**

Taken by telephone interview on Tuesday 5<sup>th</sup> January 2016.

Cllr Alessandro Georgiou will say:

1. I was elected as a councillor to Enfield Council in May 2014. I am a member of the Conservative Group at the Council. I am familiar with the Code of Conduct adopted by the Council.
2. On 16<sup>th</sup> November 2015 I made a complaint under the Code of Conduct in respect of Cllr Haydar Ulus. This arose out of his behaviour at the Council meeting held on 11th November 2015. The main details of what that involved are set out in my complaint<sup>1</sup>. The meeting was also videoed.
3. At the meeting, I was making a speech about the government's proposals for Trade Union reform. As I was speaking Cllr Ulus, who was sitting behind and near to me started to shout "Fascists" repeatedly and very loudly and aggressively. I ignored him the first few times, but as he continued I turned to look at him. He had what I would describe as a snarling look upon his face. I knew that at the time he was wearing a back brace and so would have been unlikely to have made an assault but it was still, to my mind, an aggressive interruption. I was aware that he had been videoed hitting someone in the past although he was found not guilty when the matter reached court. Several people who observed this said to me that it looked as though he was going to hit me. The interruption was well documented and captured on the video recording of the meeting. There were also some members of the public present who would have observed this.
4. As the Conservative Group left the Chamber at the end of the meeting Cllr Ulus shouted "Fascists" again.
5. Previous to this incident, whenever Cllr Ulus and I had spoken our conversations had been cordial. There was no history of bad feeling between us.
6. I am a firm believer in the right to free speech. The reason why I made the complaint against Cllr Ulus is not because of the language he used but the way in which he used it; in a public meeting in a council chamber and in an aggressive way. If Cllr Ulus had called me a fascist in a speech in the council chamber, made in the normal course of debate, I would not have made a complaint about this this, as I agree that he has the right to free speech.
7. However, making those comments in such a way is to my mind inappropriate and a breach of the Code of Conduct, as I set out in my complaint.

Signed.....

Dated.....21/1/16.....

<sup>1</sup> The complaint is appended to the report as Appendix One

# APPENDIX G

## STATEMENT OF COUNCILLOR ULUS

Taken by Telephone interview on 25<sup>th</sup> January.

- 1 I was elected to Enfield Council in May 2014 and was then a member of the Labour Party. Whilst I have not however resigned from the Labour group but I have been told that I cannot go to group meetings. I vote in accordance with the Labour whip. I am familiar with the Code of Conduct adopted by the Council.
- 2 So far as Councillor Georgiou is concerned, I have never had any problem with him and believe that we had what I would describe as a professional working relationship.
- 3 I was present at the meeting of the Council on 11<sup>th</sup> November 2015. The first part of the meeting was largely uneventful. However, at approximately 2 hours 38 minutes and 57 seconds when Councillor Alex Georgiou was speaking about proposed Trade Union reforms, he turned to me and screamed "Marxist" which was directed at me and the Labour group. I believe this to be a malicious slander. He looked at me in an aggressive way during his speech and called the Labour Party Leader, Jeremy Corbin, a Stalinist. In my mind Stalin was no better than Hitler and by calling the Labour Party leader a Stalinist I think that he was calling all Labour Party members Stalinists.
- 4 Councillor Georgiou claims that I appeared willing to inflict physical injury on him, which is entirely false and an allegation which I believe shows is a lack of respect towards me.
- 5 Councillor Georgiou knew that I had been involved in a car accident in Croatia earlier in 2015 when I fractured two vertebrae in my spine. As a result of this I have a disability which means that I need to wear a brace to support my spine. I know that Councillor Georgiou and the whole Tory group are aware of my disability and at the Council meeting I was wearing the back brace which is clearly visible. Accordingly, there was no way that I could have inflicted any physical injury at the time. I sit approximately 6 metres away from Councillor Georgiou at the council meeting. I do not believe that my behaviour was at all physically threatening.
- 6 I believe that Councillor Georgiou, in complaining against me was making a purely malicious accusation and I find that it is insulting for him to refer to a physical assault in February which had nothing to do with the Council, when I was attacked by someone with a weapon. Although I was charged I was acquitted at the Crown Court on the grounds of defending myself and other people.
- 7 I do not believe that there is any merit in Councillor Georgiou's complaint and that it is a malicious accusation against me. This is, I believe wasting taxpayers money showing a lack of integrity and a lack of respect for me and my family's suffering. I take his complaint as a personal insult and am deeply saddened that he has used the case mentioned above to support his allegation.



- 8 I find it very very difficult that my comment "fascist" is seen to reflect a willingness to inflict personal injury in respect of Councillor Georgiou and I do not think that it reflects intimidation of the other Councillors. The DVD of the Council meeting does not to my mind show any indication that Councillor Georgiou was intimidated or was concerned for his safety. I find it difficult to see how the terms "fascist" when used to describe a person's political standing, which is how I was using it, is a term of disrespect, particularly when I was being accused as a Stalinist. I believe that there was no particular context which my words were used to make it offensive, whereas on the contrary the terminology "Stalinist" is in my view seen as offensive.
- 9 I am accused of threatening physical violence, which I completely deny. On the contrary Councillor Georgiou can be clearly seen on the DVD recording, shouting leaning his body towards me and waving a sharp object in a violent demeanour towards me. I viewed this as very violent and it seemed to me that his intention was to throw this sharp object, a pen, towards me and if it hit me it would undoubtedly have caused some physical damage to me. If there had not been other members sat between myself and Councillor Georgiou I think it is highly likely that he may have come over and attacked me. I feel that he should apologise for his violent demeanour.
- 10 I think this was a clear attempt to try to intimidate me. I sincerely thought that I might be attacked by him and I find it difficult to believe that he has made a complaint against me in respect of lack of integrity where he clearly to my mind was in contempt of the Chamber by showing a willingness to attack and intimidate. He knew that I was sitting down and at no point did I get up. I remained seated throughout, on my part there was no waving of objects and I said "You cannot run away from reality, you cannot limit people's liberty and then run away from reality".
- 12 At no point did I raise my body or get up or wave my arms at Councillor Georgiou or other members of the Conservative group. There were two people between us at all times and there was also no likelihood at all given my disabled physical condition that I could get up and physically attack them.
- 13 I have not seen Councillor Georgiou since the November meeting before I made my complaint. Although there was an emergency Council meeting in December he was away. I later sent Councillor Georgiou an invitation to attend an all-party group at the House of Commons for the Alevi people, but he did not attend.
- 14 I believe in free speech. I am Kurdish by descent and am a member of the Alevi faith, I am not a Muslim. I represent my constituency as well as I can and I am an accountant by profession. I am a father of three and happily married.
- 15 I have previous to this never had any issues with Councillor Georgiou although we had spoken many times. I would much rather resolve issues between ourselves than have to resort to complaints under the Code of Conduct. However, I was very upset at the exchange with Councillor Georgiou at

the meeting and upset at the weakness that Councillor Georgiou showed of controlling himself. I feel very strongly that Councillor Georgiou broke the Code of Conduct by his behaviour.

Signed.....

Dated.....

DRAFT

# APPENDIX H

## STATEMENT OF COUNCILLOR TERRY NEVILLE OBE, JP OF ENFIELD COUNCIL.

Taken by telephone interview Friday 19<sup>th</sup> February

- 1 I have been a councillor for 30 years and am familiar with the Standards regime and the Council's Code of Conduct. I attended training some time ago when the Code changed following the Localism Act 2011. I am the current leader of the Conservative Group at Enfield Council. I am also a solicitor, and a magistrate of thirty years' experience. I was present at the meeting of the Council on 11 November and recall the events which took place.
- 2 The first part of the council meeting was an orderly debate over a planning issue and was very well attended by the public. Subsequently, after a few more items there came a motion which the Labour Group had put down relating to the government proposals for trade union reform. The debate was opened by Councillor Nasim Cazimoglu, and responded to by me. At some point, Councillor Alessandro Georgiou, a member of the Conservative Group entered the debate. Not long after Councillor Georgiou had begun speaking, there was an intervention by Councillor Stafford, who shouted a particularly unpleasant swear word beginning with the letter "c" at Councillor Georgiou. This was met with gasps of horror around the chamber. There were demands for an apology for this from Councillor Georgiou which I echoed. No apology was forthcoming and the Mayor failed to exercise her powers to facilitate an apology.
- 3 Shortly afterwards, there came the first shout of "fascist" from Councillor Ulus. He called Cllr Georgiou and the Conservative Group "fascists" at least three times. I could not see what was happening very well as Councillor Ulus sits in the front row, and I sit at the back of the chamber behind my group. I could not therefore clearly see whether he was threatening violence or not but he was very audible and appeared to be very angry judging by the tone of his voice. However, from what I could see and hear I was worried by Councillor Ulus's voice and by his body language, and was sure that if he had not been wearing a back brace recovering from an accident, he would have broken out into violence, such was my view of his demeanour.
- 4 Following this the Conservative Group felt that we would take no further part in the proceedings and we left the chamber, shortly before the meeting ended.
- 5 As far as Councillor Ulus's behaviour was concerned, I believe very strongly in the right for free speech and I don't argue with Article 10 of the European Convention of Human Rights but I think that there is a line between genuine political expression and downright abuse. I feel that the word "fascist" has strongly abusive connotations and was quite uncalled for in the context of the debate; I do not consider that it was justifiable political expression. We were trying to deal with the debate in hand in an objective matter and trying to restore some balance into the debate. I do not think that the term "fascist" should be used at all and in my view there was no reason or justification for it to be used at the meeting.
- 6 I felt this strongly at the time and still believe that this is so.



- 7 When I subsequently received an email from Cllr Ulus on 1 December 2015, inviting me and the rest of the Group to the meeting of the All Party Parliamentary Group for Alevis at Westminster I was very surprised, given that the events at the council meeting on 11 November were still fresh in my mind. Councillor Ulus had an opportunity to apologise for his behaviour at the Council Meeting but no apology had come forward. If he had apologised then it would be a different matter and I am sure that we would have accepted his apology in good faith.
- 8 However, as Councillor Ulus had not apologised for his behaviour, I felt that it was very hypocritical for him to call me and my group "fascists" one day and then not long afterwards send the email to me inviting our attendance. I therefore replied to him the same day saying that I found his invitation hypocritical and we were declining the invitation. (The details of our exchange appear in the appendix under the complaint made by Councillor Ulus). Had Councillor Ulus apologised it would have been a different matter but as he had not apologised and he had uttered the awful abuse at the council meeting I felt that it would be sheer hypocrisy, of which I think there is nothing worse, for us to accept the invitation. I cannot accept that the refusal of the invitation falls within behaviour on my part which would breach the Code of Conduct.
- 9 Before the meeting on November 11th the relationship before I had with Councillor Ulus was polite but remote; we knew each other as councillors and when he first, in 2014 became a councillor he was put onto the Audit Committee of which I am also a member. In fairness I should say that at the Audit Committee when I must have seen him at five or six meetings, I never experienced any conduct from him other than what I would consider was perfectly normal. Our paths did not cross much other than that. I know nothing of his background.

Signed .....

Dated .....

# APPENDIX I

**STATEMENT OF CLLR ERIN CELEBI**

**Taken by telephone interview on Friday 8<sup>th</sup> April 2016**

- 1 I became an elected member of Enfield Council at the elections in May 2014. I am and remain a member of the Conservative Group. After being elected I attended a training day run by officers which covered the Code of Conduct for members although I do not pretend to know everything.
- 2 I do not know Cllr Ulus very well, although I knew of him as we are both councillors with Enfield Council. I have had very few dealings with him in during my time at the Council, and would describe our relationship as "polite but distant".
- 3 I was present at the meeting of the Council on the 11 November 2015. For the vast part of the meeting there was nothing out of the ordinary taking place. However, towards the end of the meeting when there was a discussion about the Governments trade union proposals, there was an intervention by Councillor Stafford when he shouted a swear word at the Conservative Group. This was very shocking to the meeting and I felt that this seemed to give Councillor Ulus an incentive to abuse the Conservative Group.. It seemed to me that he was deliberately directing abuse about the issue being discussed at Councillor Alex Georgiou and the Conservative Group.
- 4 I do not recognise at all the description of what took place as described by Cllr Ulus in his complaint. I felt that he was being abusive and made an outburst to myself and my colleagues, to which I was responding. I did not respond to him in an angry mode but merely turned and replied to a comment he had made, pointing my finger towards him for a split second only and certainly not in any derogatory or bullying manner. I feel that there was nothing in my response to him for him to justifiably complain about and I feel that his complaint is "a nonsense". I was not in an angry mode, but simply said something quietly to him then walked the other way and followed my colleagues out of the Chamber. I was passive and there was no intention whatsoever on my part to be violent.
- 5 I believe that it is important for Councillors to behave in an appropriate manner than in making spurious complaints against each other. I feel that the unfortunate intervention by Councillor Stafford seems to have given Councillor Ulus what he perceived as the leeway to make inappropriate and unacceptable comments towards us in the Conservative Group and I feel that Cllr Ulus behaved in an inappropriate way in the Chamber.

Signed.....*E. Celebi*.....

Dated.....*9<sup>th</sup> May 2016*.....

# APPENDIX J

**Statement of Jayne Middleton-Albooye given in telephone interview March 2<sup>nd</sup> 2016**

1. I am the Head of Legal Services with Enfield Council and am the Deputy Monitoring Officer. I was appointed to my current post in November 2014 and have worked for the Council for about ten years. I was in attendance at the meeting of Enfield Council which took place on 11<sup>th</sup> November 2015 and I was in the Council Chamber for most of the meeting and, in any event, at all times material to the events which are the subject matter of these complaints. I also watched the video recording of the evening and have refreshed my memory of the events by watching it again.
2. The events about which the complaints have been made took place very quickly and there was a degree of shock in the Chamber following the uttering by another member of a swear word as Cllr Georgiou was speaking.
3. As I recall matters, I clearly heard Cllr Ulus saying "fascist" as Cllr Georgiou was speaking, although at this point Cllr Georgiou was no longer speaking to the debate but was asking for an apology from the member who had uttered the swear word. Cllr Ulus was turned towards Cllr Georgiou and other opposition councillors and his comments seemed to be directed at either Cllr Georgiou or one of the other opposition members. I am certain that he was not speaking through the Mayor; he was turned in his seat towards Cllr Georgiou and other opposition members. I recall that Cllr Ulus remained seated whilst he was calling out "fascist" in the direction of Cllr Georgiou.
4. Whilst there is no question in my mind that he uttered the "fascist" comments, I do not recall that he was out of his seat and screaming across at the time. I believe that if this had been the case I would have recalled it.

Signed .....

*J. Middleton-Albooye*

Dated .....

*17/5/16*

# APPENDIX K

**Statement of James Kinsella; taken by telephone interview 7<sup>th</sup> March 2016.**

1. I am Democratic Services Manager with Enfield Council. I have worked for the Council for over 25 years and been in my present post for 5 years.
2. I was present throughout the Council meeting of 11<sup>th</sup> November 2015. I was the main administrator at the meeting and taking notes throughout for the purposes of the minutes. I was sat just to the left of the dais where the Mayor was located and I had a good view of the Chamber and the events which took place. I can recall the events of the evening and I have also refreshed my memory by viewing the DVD of the meeting.
3. Towards the end of the meeting there was a debate about the governments proposed trade union legislation, Cllr Alessandro Georgiou was speaking and whilst he was addressing the Chamber one member shouted a swear word, which visibly shocked the Chamber. The Mayor intervened at this stage in proceedings in response to a request made by the Leader of the Opposition and Councillor Georgiou (who had remained standing) for an apology from the member concerned. As a result of the interruption there was a heated exchange between members from both Groups across the Chamber during which time Cllr Ulus shouted the word "facist" turning towards Cllr Georgiou and the Conservative Group as he did so, which he then repeated twice in response to further exchanges.
4. Cllr Ulus shouted the word "fascist" with some force, but I do not recall him getting up out of his seat as he did so. I would say that his tone was forceful, but that he was not physically intimidating. It was a heated exchange between members.
5. Whilst I recall this, it's fair to say that I was not 100% focused on this exchange as I was also trying to keep track of the other events going on in the Chamber at the time, with the Mayor trying to restore order after the member swore and the Opposition Group subsequently withdrawing from the Chamber for the remainder of the meeting.
6. I also recall a small exchange between Cllr Ulus and Cllr Celebi regarding use of the term "facist" as she, together with the other members of the Conservative Group, left the Chamber before the end of the meeting.

Signed.....

Dated..... 9.3.16 .....